To: Governing Board, CEC, FEC, and Faculty

From: Meet and Confer Team

Subject: Meet and Confer Team Joint Communiqué - December 2013

The purpose of this message is to update you on the work of the Meet and Confer Team this year. Eight issues are being worked and the status of each issue is detailed below.

1. Retain and retrain policy (RIF in current RFP)

The team has reached consensus on the key components of the retain and retain policy. In early spring, the Team will share the key components with constituents and solicit feedback. After reviewing the feedback, the Team will write the final language for the RFP.

2. Salary inversion

More than 400 faculty are affected by salary inversion. The team has documented the problem and has commenced reviewing options to address the problem. As a next step, the Team will work with the Vice Chancellor of Business Services to cost out various options being considered by the Team. Once the Team has reached consensus on an option or group of options, the Team will solicit feedback from constituents regarding the options under consideration.

3. Pay rates and reassign time in Appendix C

During the scoping process, the Team narrowed the focus of this issue to the difference in the hourly overload rates of service faculty ($47/hour) and instructional faculty ($27/hour). Interest has been expressed in establishing parity between the two rates. Discussion is ongoing and no options have been generated as of yet.

4. One Year Only faculty positions

This issue is scheduled to be discussed in January.

5. Salary system plus MFA salary placement

We have developed the history and interests document for both of these issues. We are scheduled to begin developing options in January.

6. Evening/weekend/summer supervision

We have reached agreement on policy language regarding the duties of evening supervisors and the importance of an on-site presence during the initial class meetings and, periodically, throughout the semester. On-site hours will be scheduled and posted. The duties and schedule of the evening supervisor will be determined in collaboration with the Department/Division Chair. When not on-site, supervisors will be able accessible electronically.

Responsibilities and compensation of Summer Supervisors are presently being discussed; however, no consensus has been reached yet.

7. Service faculty ratio

Consensus was reached on a 1000 FTSE to 1 library faculty ratio where FTSE is the 45th-day FTSE inclusive of dual enrollment. A 1000 FTSE to 1 counseling faculty ratio has also been proposed. Members of CEC are in the process of reviewing a document prepared by the Counseling Instructional Council and presented to the Executive Vice Chancellor and Provost detailing the role of Counseling Faculty within MCCCD. Once this document is finalized, the Meet and Confer Team will resume the discussion of the counseling faculty ratio.

8. Day/evening distinction

The team is investigating the impact of removing the day/evening distinction of classes in the RFP. To help the Team better understand this issue, the following related data has been requested.

- For Fall 2012, the instructional load taught by faculty in day, evening/weekend, and online.
- For Fall 2012, the cost of supervision per Appendix C and Appendix D of the RFP

After reviewing the data, the Team will determine whether it makes sense to pursue changing policy language related to the day/evening distinction.

Team Members Selected for 2014-2015

New team members for the 2014-2015 Meet and Confer Team have been selected.

- Patty Finkenstadt will replace Jim Simpson as the Faculty Association Past President
- Brian Quarles will replace Keith Heffner as the Occupational Faculty representative
- Amy MacPherson will replace Pat Lokey as the Service Faculty representative
- Casandra Kakar will replace Daniel Corr as the VPAA Council representative

The incoming members have begun to attend Meet and Confer meetings as observers.

Respectfully,

Irene Kovala
Frank Wilson
Meet and Confer Team Co-Chairs

Tentative Discussion Dates for Meet and Confer Issues

	Oct 21	Nov 4	Nov 18	Dec 2	Dec 9	Jan 6	Jan 27	Feb 10	Feb 24	Mar 3	Mar 24	Mar 31	Apr 21
2013 - 2014 Issues													
Retain and Retrain Policy (RIF)													
Staffing Ratio for Service Faculty													
Day/Evening distinction													
Salary system and MFA													
Pay rates and resassigned time in Appendix C													
Evening, weekend, summer supervision													
OYO faculty													
Salary inversion													
Consistency, Clarification, Clean-up													
Identify and correct errors and inconsistencies													
Roll Forward for Priortization in 2014 - 2015													
Lab loading													
Appointive faculty evaluation													
Roles and responsibilities of faculty													